

# Executive Excellence programs

Developing today's leaders for tomorrow's challenges

## On this page

### Program outline

### Participant commitment

### The Executive Excellence programs

### Eligibility

The Leadership Academy executive excellence programs advance the development of senior leaders through cross-sector collaboration, supporting them as stewards of the sector to make a positive impact for the people of NSW.

These programs:

- build capability in line with the NSW Public Sector Leadership Framework and public sector values
- increase capacity to navigate complexities and solve cross agency problems
- nurture connection to enable diverse perspectives, knowledge sharing and establishing cross-sector support networks.

## Program outline

Each program consists of 5 key elements to support leaders through their learning experience. Throughout the program leaders work together with their cross-sector peers, putting into practice the collaborative power of cross-functional group learning. Leaders will use leadership journals to create their development plans, determine development goals and reflect on their learning throughout the program.

## Program elements

### 360 assessment process

The 360 assessment will provide feedback from managers, peers and direct reports highlighting strengths and opportunities for development.

### Workshops

Contemporary leadership development workshops delivered by the NSW Leadership Academy faculty.

### Leadership journal

Creating your development plan. Determining your development goals. Reflecting on your learning.

### Coaching

Coaching is central to getting the most out of the 360 assessment and development plan.

### Peer groups

Peer groups will nurture connection, enable cross-sector collaboration, and build coaching capability.

## Participant commitment

To successfully complete the program leaders, need a minimum completion rate of 80% across all program elements including attendance at workshops, 360 assessments and debriefs, coaching sessions and peer groups.

- 51.5 hours to attend all the program workshops, coaching sessions and fireside chats.
- 3-4 hours of preparation work exploring pre-reading, looking at digital resources, thinking about development goals and reflecting on learning.

## The Executive Excellence programs

### Band 1 – Accelerating strategy, culture, and engagement



This program challenges leaders to evaluate and construct new mindsets, attributes, and behaviours to build a stronger understanding of their impact across 5 key leadership impact areas.

Using contemporary, evidence-based leadership methodologies leaders will develop strategies to propel their team towards unprecedented growth and success. Throughout the program participants will connect with their peers to build a sector mindset and find opportunities for collaboration across agencies.

The program includes workshops with industry experts, a 360 evaluation, executive coaching, and peer group coaching.

- Workshop 1 Navigating our environment: Embrace a sector mindset and overcome their challenges within the complex environment.
- Workshop 2 Strategy and innovation: Foster a culture of strategic thinking to solve complex challenges.
- Workshop 3 Influence with impact: Connect with and influence others through deep understanding.
- Workshop 4 Wellbeing, engagement, and performance: Champion their own and others' wellbeing.
- Workshop 5 Leading into the future: Explore and define their leadership capability and readiness to navigate the complexities of the NSW Public Sector.

## Band 2 – Strategic leadership with impact



This program helps leaders shape a sustainable workplace culture. Leaders will learn from contemporary thought leadership to navigate complex and rapidly changing environments while exploring issues of ethics and integrity.

Using social learning and experiential methodologies leaders will work through challenges and opportunities alongside their cohort of other Band 2 leaders. Together they will expand their stewardship and develop strategies that positively impact their teams, organisations, and communities.

The program includes workshops with industry experts, a 360 evaluation, executive coaching, and peer group coaching.

- Workshop 1 Leading in our environment: Stretch leaders to build authentic connections by unpacking their purpose and sharing sector and personal leadership challenges.
- Workshop 2 Strategy, innovation, and impact: Stretch leaders to learn new innovative strategies and believe in their ability to overcome future challenges.
- Workshop 3 Communicating in high stakes environments: Stretch leaders to communicate with authenticity and vulnerability in complex scenarios.
- Workshop 4 Creating sustainable cultures: Stretch leaders to create a culture of trust and resilience whilst serving the public during times of complexity.
- Workshop 5 Leading into the future: Stretch leaders to build future-ready leadership impact to respond to the complex and dynamic environment.

## Band 3 – Leading and facilitating systems change



This program helps leaders master the skills of navigating high stakes environments, contentious and complex situations while exploring issues of ethics and integrity. Using social learning and experiential methodologies leaders work through current and future challenges and opportunities in real time alongside their cohort.

Through the program leaders will expand their stewardship and develop strategies that positively impact their teams, organisations, and communities. The program includes workshops with industry experts, a 360 evaluation, executive coaching, and peer group coaching.

- Workshop 1 Leading as stewards of the public sector: Stretches leaders to delve deeper into the concept of stewardship within the public sector, challenging leaders to navigate the complexities of their roles and identity in today's dynamic environment.
- Workshop 2 Leading seamless boundaries into the future: Stretches leaders to explore the dynamic relationship between the political environment and an innovation culture that drives strategic progress and customer-centricity.
- Workshop 3 Communicating in high stakes environments: Stretch leaders to communicate with authenticity and vulnerability in complex scenarios.
- Workshop 4 Leading sustainably: Stretches leaders to focus on their ability to embody and role model practices that support a culture of sustainability in a changing and often demanding environment.

## Eligibility

Our executive programs are open to high potential and high performing senior executives in Band 1, 2 and 3 (or equivalent) level. Eligible nominees must be employed in an ongoing role and can only be nominated to the program that correlates with their current substantive Band.

Selection to NSW Leadership Academy programs is by nomination in line with each agency talent review process. **For more information, refer to the nominations page.**